



THE Tuzla Times

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"The Wings of Task Force Eagle"

AF improves both officer and enlisted assignment systems

RANDOLPH AIR FORCE BASE, Texas (AFNS) -- The Air Force is refining some of its enlisted and officer assignment procedures -- enhancing assignment opportunities for people, while allowing the service to fulfill its mission. The modifications affect assignments being made this summer.

Brig. Gen. Susan Pamerleau, Air Force Personnel Center commander, is announcing the changes after being in her position just four months. In a team effort with the Air Force's senior leadership, commanders in the field, assignment officers here and at major commands -- along with input from members throughout the ranks, the general implemented these changes to enhance the quality of life of Air Force people and their families.

"It still allows the Air Force to accomplish its mission, while at the same time takes better care of our people. It's also the right thing to do," she said.

Specifically, the first change impacts remote assignments. The Air Force will now provide a 100 percent opportunity for enlisted members and company grade officers to request a follow-on assignment before they go on a remote tour. This means that people can request bases or areas at the time of their departure for the remote tour. Based on the needs of the Air Force, the personnel center will match members to those bases or areas.

The specific job they will do at their follow-on location will be determined later. For example, an officer may choose "San

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Task Force Eagle Scoreboard



Scheduled:	2,754
Total Flown:	2,375
PAX:	14,263
Cargo (Short Tons):	22,552
Vehicles:	1,272



(U.S. Air Force image by Capt. John Pope)

They're going to pump you up...

Just like they did at the 4100th Group (P)'s first combat dining-in. TSgt. Fadil Keranovic and SrA Tom Haerr assumed their Frans and Hans personas to kick-off the event.

First combat dining-in a howling success

by Capt. John Pope

4100th Group (P) Public Affairs

Military social gatherings come and go. Some are fun, some are only appearances we make for the sake of the unit. But however we feel about them, we know what to expect -- right?

Wrong. The 4100th Group (P)'s first dining-in held June 7 was an immensely fun evening sporting a no holds barred atmosphere. Highlights included flying bread, Saturday Night Live imitations, short jokes, age jokes and the ever-popular grog bowl.

The mess convened for non-alcoholic cocktails 8 p.m. at the 21 Club. The room slowly filled with Air Force people. Here and there, faces in full camouflage or otherwise adorned, punctuated the green-clad crowd. The general atmosphere seemed restrained; no one, except for a few of the planners, was sure of quite what to expect. They found out soon enough.

Right after Col. Dick Rozier, president of the mess and 4100th Group (P) Commander opened the event and Chaplain Curt "Sky Pilot" Linge gave the invocation, the energy level rose dramatically. TSgt. Fadil Keranovic, vice president of the mess, briskly guided the audience through the planned events.

Keranovic and compadre SrA. Tom "Admin

Dude" Haerr donned padded suits for their "Hans and Franz" personas and conducted top ten lists. The grog was opened and the evening's energy reached new heights as people competed in verbal repartee to send their friends to the vile broth. MSgt. Ray "Casper" Alwine deserves to be remembered for him non-stop visits to the bowl and continual attempts to drag others down with him.

After this, as people vainly attempted to eat their MREs, chaos ensued such that this humble writer trembles at the thought of recording what transpired on paper. But never fear, order was restored by the president of the mess and Sergeant-at-Arms, SMSgt. Jeff Gryczewski. Intermission was declared.

After a 15 minute break, the mess was reconvened for a cake cutting, skits and a film. The evening's ulterior purpose was revealed. All this fun was a cloak for a good-bye and thank you for Col. Rozier and Maj. Dan "Elwood" Horack, 4100th Group (P) Deputy Commander; both will leave within a month.

Horack was presented a special hand-made rug and Rozier received a plaque complete with spent rounds and a Samurai sword.

The evening "went beyond fun," said Horack.

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Ordnance still a threat, says EOD

by Capt. John Pope

4100th Group (P) Public Affairs

We're now a half a year into our deployment and the threat of unexploded ordnance has, if anything, increased as the warm weather and rain push relics of past conflicts up out of the soil. Now, more than ever, we need be careful and avoid complacency.

"Monday we found a World War II cannon ball near the headquarters, with a 40mm round right next to it," said TSgt. David Heinen, 4100th Explosive Ordnance Removal Flight (P) Superintendent

Older ordnance can be particularly dangerous since there are no records of what explosives were used or way to know what condition they're in.

"The cannon ball could be packed with black powder, TNT, etc. It sent



(U.S. Air Force image by Capt. John Pope)

SSgt. Mike Bealer shows a mine fuse recently found at Echo Ramp. Even without the mine, a fuse can take your hand off, says EOD.

dirt flying 500 feet when we detonated it," said Heinen

In another example, EOD recently removed an anti-personnel mine from the unofficial path between Tent City 2 and the PX, which was known not to be clear; just another reminder to stay on the hard surfaces.

Heinen also admits frustration with some people not taking the threat seriously.

"The problem we're having is that people aren't taking the whole concept of unexploded ordnance seriously as they should," he said. "When we establish a cordon (around a detonation operation), people want to walk up and take a picture of what we're doing. We're not going to let people take pictures or watch -- it isn't safe."

Cordons are set up outside EOD's estimation of the frag and blast travel distance and should not be entered.

"So far we've only found about 10% percent of the number of landmines estimated to be here," said Heinen.

He advises taking unexploded ordnance seriously wherever you are. If you're off-base on a convoy, don't just take anything handed to you; make sure you know what you're getting. Don't touch or pick up unknown object wherever you are, even if it seems harmless. Let EOD handle the unknown -- it's their job.



by SrA. Brian Longstreth

4100th Group (P) Security Manager

Essential Elements of Friendly Information (EEFIs) -- what are they and where do you fit in with them? EEFIs are unclassified bits of information that, when pieced together, reveal a larger picture of our military operations.

A large part of good OPSEC is recognizing your EEFIs and protecting them. Here's an example:

A unit is tasked to be deployed to a classified location, say in the Middle East. Two members are sitting at the bus stop complaining about how their leave was canceled and how they're having a hard time getting desert BDUs in their size because of a sudden huge demand at individual issue -- obviously, they're going somewhere hot.

Elsewhere, someone is talking about how vehicle maintenance is busy painting all the vehicles tan. All of this information is unclassified, but if you were an adept foreign intelligence analyst, what would you think? Each piece of information individually means little, but together they paint a vivid picture of the classified

deployment.

As you can see, even information that seems completely harmless may be damaging. Consider it sensitive and treat it as such. It's not a good idea to discuss sensitive information in public places, even walking around base, because there's always someone more than willing to listen. Be smart and practice good OPSEC.

Below is a small list of EEFIs for Tuzla AB. This is no means a comprehensive list, but it will give an idea of the kinds of things that should be protected as sensitive information. If there is something you think should be included, please give me a call.

- Number of deployed personnel and their AFSCs
- Personnel with financial or family troubles
- Security clearances of deployed personnel
- Alcohol or drug dependencies of personnel
- Visits by distinguished visitors
- Types and quantities of deployed equipment
- Specific limitations or capabilities of equipment
- Locations of mission equipment
- Perimeter weaknesses or defense capability limitations
- Storage locations of classified equipment or material
- Sudden requirements for specialized equipment

- Short notice deployments or TDYs
- Flight schedules, including arrival and departure times
- Frequencies in use and their associated equipment

Just use your head and practice good security. It could save the lives of personnel and government assets. Any questions concerning EEFIs or security should be directed to me at Ext. 143 or come by the Communications Focal Point (CFP) tent.



(U.S. Air Force image by Capt. John Pope)

MSgt. Steve Burns (left), 4100th Security Police(P), reenlists in this man's Air Force. Col. Dick Rozier, 4100th Group (P) Commander congratulates him.



TH Tuzla Times

Published for the men and women of the 4100th Group (P)

"The Wings of Task Force Eagle"

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*4100th Logistics Squadron
Fire Department*

Hometown: Fresno, Calif.

Age: 28

Specialty: Firefighter

Home Unit: 48th Civil Engineering Squadron, RAF Lakenheath, UK

Time in service: 6 years

Time at Tuzla: 66 days

Deployed mission: Firefighting.

Hobbies: Rock climbing, piano playing and mountain biking.

Where do you see yourself in 10 years?

On the top of Mount Everest playing a keyboard.

What do you like most about Tuzla?

I'm enjoying the tax exclusion and the chance to save money.

What do you like the least?

The thought that once peace is achieved, this area will be haunted for a long time by the many mines still buried and unaccounted for.



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Antonio," and if approved based on the needs of the Air Force, they'll go there. What specific job they would do and whether they are assigned to Brooks, Kelly, Lackland or Randolph AFB would be determined later. This same opportunity will be extended to field grade officers to the maximum extent possible. For enlisted members, the individual may choose a base, a geographical area (i.e. northeast), or a state.

"It's difficult leaving your family for a year to complete a remote tour," the general said. "By implementing 100 percent opportunity, our Air Force members will know where they're going after their remote earlier and can make future plans accordingly, allowing for more family stability. It also allows the person to concentrate on their job while remote and not worry about their follow-on assignment."

The Air Force can do this because it's a much smaller force since the drawdown began. In the mid-1980's, about 35,000 people a year completed remote tours. Now the figure is approximately 11,000. Currently, 44 percent of all enlisted people already know their return assignment before going remote because of home basing. This change will take better care of the other 56 percent. It also establishes a system to extend the program to officers.

"There were simply too many people to do this in the past, but with a smaller force it's manageable now, so we'll do it," Pamerleau said. "Another big reason we can do this is the advent of technology. Despite the active duty force drawing down 23 percent and AFPC drawing down 30 percent since 1991, we've actually been able to increase service to our customers. We can do it because we're using technology specifically benefiting people in a smart and efficient manner." A second change concerns the way officers are selected for jobs.

Currently, jobs are advertised and a best match is made by AFPC for a position. Then the losing commander gets involved to ensure the officer is qualified for the job. Pamerleau wants to reverse this order by getting commanders involved much earlier.

"Many commanders haven't taken the opportunity to provide any input on their officers' next assignments until they receive a commander's involvement program notice stating the officer was selected for an assignment," she said. "In the near future, commanders will be able to provide input on their officers' next assignments even before they enter the assignment cycle. With the advent of technology, commanders will be able to send messages to AFPC giving assignment managers some ideas on what job that officer should do next. No matter when the commander sends the input, it will be kept on file until the officer is selected for an assignment or the commander updates his or her input."

A change is also being made at the gaining

commander's location. Instead of commanders only receiving the names AFPC determined to be the best match for the job, they'll now get a list of all qualified volunteers. Along with this, beginning May 6, commanders were given world wide access, through their military personnel flights, to the same information assignment officers at AFPC use to determine the best person for a job. They can now review such items as duty history and Professional Military Education completion on each person who volunteered.

Basic personnel philosophy for assignments remains in effect. Although commanders will receive a list, people coming from remote and other overseas assignments, completing school or finishing CONUS controlled maximum tours will still have priority. Since these people are in a must-move status, commanders have the responsibility to ensure they are given priority over others if they meet job requirements. Commanders ultimately will pick the best person for the job.

"This change gets commanders more involved in the assignment process and they should be," Pamerleau said. "The losing commander, through

"This change gets commanders more involved"

his or her input to AFPC has more voice in expressing what is the best job for that officer and the gaining commander will have more choice in picking the right person for the job."

Finally, the Air Force is going to provide jobs earlier for officers completing in-residence PME. The personnel center's goal is to have all school graduates on assignment at least four months prior to graduation. This wasn't possible before because selection boards, such as the return to fly board and professional military education designation boards, were held too late in the assignment cycle to make this a reality.

"We'll do everything possible to ensure we jump all the hurdles necessary to get school graduates' assignments no later than February each year," the general said. "This will help them and their families better plan their next move."

"The small steps we're taking will have a very positive effect on the Air Force," Pamerleau summarized. "Our main goal is to ensure commanders have the right people in the right jobs to complete the Air Force mission. And, I believe, we'll be taking better care of our people by personally providing more stability for them and their families and by getting commanders involved earlier in their officers' professional development and the mentoring process."

The center will continue to review the assignment systems in the future and if further improvements can be made, they will be implemented. For more information on the new assignment changes, contact your local military personnel flight

“It was probably one of the moist rewarding evenings of my career,” said Rozier.

An exhausted, but happy, crowd called the evening a success near midnight and the mess was closed; a night not to be forgotten. We look forward to the next 4100th Group (P) event, but this one will be hard to top.

The next time you pass a member of the Top 4, or anyone else who helped plan the dining-in, give them a pat on the back for a job well-done.

News Briefs

